

Building a Diverse Future:

UNDP's journey to a new early careers programme



Contact us

Nicky.garcea@cappfinity.com

[linkedin.com/in/nickygarcea](https://www.linkedin.com/in/nickygarcea)

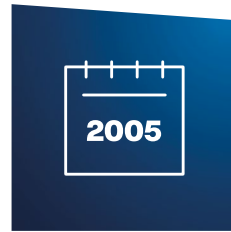
www.cappfinity.com



About Cappfinity



Working with
over **250**
brands globally



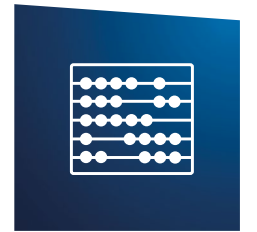
Founded
in **2005**



150+
Employees
+ Occupational
Psychologists



Offices in UK,
Ireland, US, and
Australia



Someone
takes a
Cappfinity
assessment
every minute
of every day

Our Agenda

01

What UNDP wanted to achieve with their early career programme

02

How UNDP designed, built and deployed an assessment process in 90 days

03

Diversity results, feedback and Learning from this experience

Today's Panel



Nicky Garcea

Co Founder Cappfinity, UK



David Bearfield

Director Of the Office of Human
Resources · UNDP, US



Mavis Oesi

Human Resources Analyst,
Coordinator, UNDP Graduate
Programme, Office of Human
Resources, Denmark



Stephen Mueller

Head of Consulting, Americas

01

What UNDP wanted to achieve with their early career programme





STRIVE FOR EXCELLENCE IN THE WORK WE DO

A high-performance culture that proactively encourages, recognizes and rewards commitment and excellence



DEPLOY OUR PEOPLE STRATEGICALLY

Improvements in workforce and succession planning to enable UNDP to avail of the right people with the right skills at the right time



TAKE CARE OF OUR PEOPLE

Ensuring that UNDP personnel work in a safe and healthy environment, and that our duty of care as an employer contributes to their self-fulfillment and protects their dignity



ATTRACT AND SELECT TOP TALENT

Positioning UNDP as an employer of choice that is able to hire the very best



HR EFFECTIVENESS AND PEOPLE ANALYTICS

Using HR data to inform decision-making and help UNDP become more efficient and effective at what it does



ENHANCE UNDP'S CAREER EXPERIENCE

Building a more modern and flexible understanding of 'career' with better defined career paths that give personnel opportunities to pursue the career they aspire to



DEVELOP OUR PEOPLE AND PEOPLE MANAGERS

Providing improved opportunities for, and better targeting of, learning and development initiatives so that staff can reach their full potential



FOSTER AND LEVERAGE OUR DIVERSITY

Strengthening an open, respectful, non-discriminatory and inclusive work environment across the entire organisation that reflects the societies we serve



CONTRACT MODALITIES

To ensure that UNDP provides for, and improves, opportunities for our people through a clearer structure of contracts – fair, attractive, simpler and more flexible



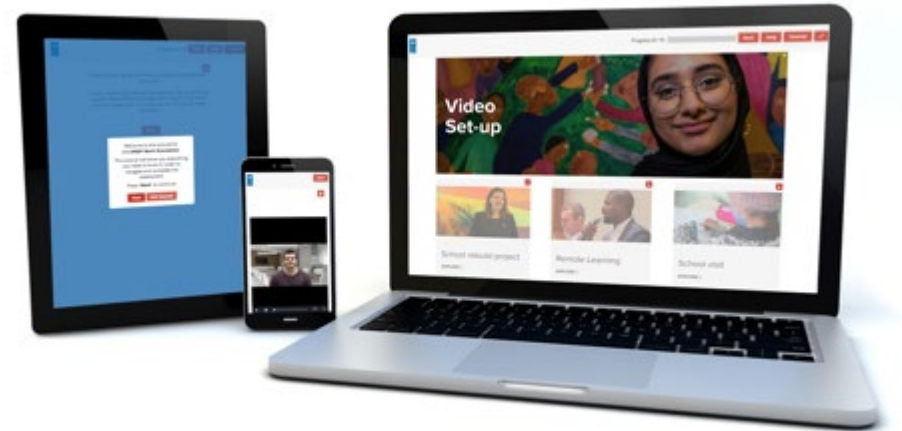
02

How UNDP designed, built and deployed an assessment process in 90 days

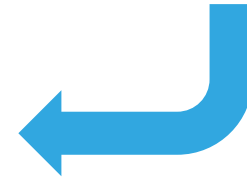


One Evolving Immersive Narrative

Taking the work of UNDP to the candidate



400 candidates progressed to the online job simulation 'Simulate'



Post application screening – **4k candidates** took 'Capptivate' a strengths-based immersive assessment

33 recommended candidates



60 final stage candidates were invited to a virtual assessment day delivered on a virtual assessment experience platform 'Showcase'

03

Diversity results, feedback and learning from this experience



Candidate Feedback

“

The assessment afforded be time to realize my strengths and weaknesses and how I will respond to situations. It was an eye opener and I felt as if I wasn't taking a test but was being educated.

“

It was the most low-key yet engaging and most pleasant recruitment process that I have ever experienced! I felt safe, encouraged, and under no pressure at all to be honest and show the best of myself. Kudos and thank you to the UNDP Graduate Programme team for designing and delivering such an interactive and rigorous online assessment platform amidst this pandemic that pushes us.

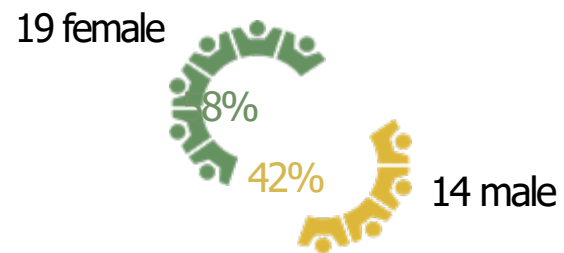
“

The assessment was amazing very insightful and to be honest it has given me a clear picture of true scenarios at work hence assisted me to express myself truthfully.

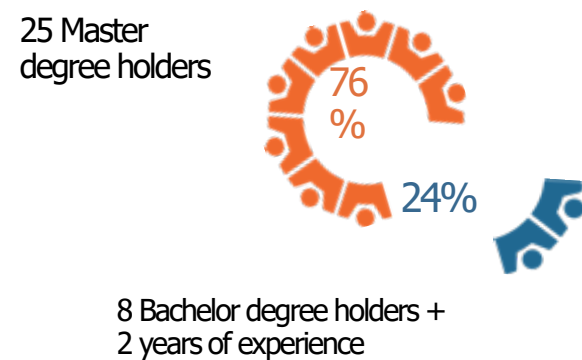


fully recommended by
UNDP Assessors

Gender



Education



Geographical Diversity

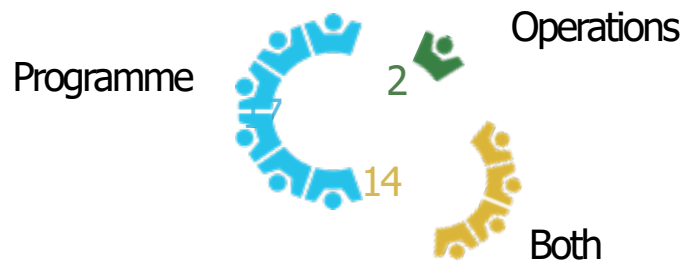


22 nationalities from programme countries in all 5 UNDP regions

Focus Areas



fully recommended by
UNDP Assessors



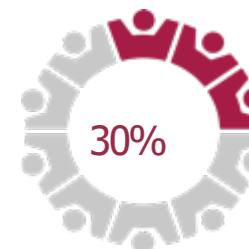
Living with Disability



Age

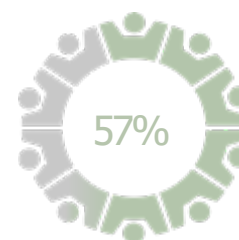
26–27 years

Indigenous Peoples Group



10 identifying as belonging to
an Indigenous Peoples Group

Social Mobility



19 candidates state that they are
the first generation in their family to
obtain a university degree

Nationalities in the Pool

- Algeria
- Azerbaijan
- Belize
- Bhutan
- Botswana
- Cambodia
- Guyana
- Indonesia
- Iraq
- Kazakhstan
- Lao PDR
- Lesotho
- Malawi
- Maldives
- Mozambique
- Myanmar
- Namibia
- Peru
- Thailand
- Trinidad and Tobago
- Vietnam
- Yemen



Candidate Name



- Nationality XXX
- Gender
- 1st generation in family to attend university
- Identifies as belonging to an Indigenous Group
- Born: 199X
- **Education:** B.Sc. (Honours), Forestry and Sustainable Development, India
- **Further study information:** Sustainable Development studies.
- **Experience:**
 - Innovation
 - Managing projects,
 - Scanning new trends and analysing evolving patterns
 - Promoting learning and knowledge management
 - Volunteer National Youth Programme Officer
 - Facilitated workshops
 - Communications and Advocacy
 - M&E, project budgeting and accounting.
- **Suggested positions:**



Candidate Name



- Nationality YYY
- Gender
- Born: 199X
- **Education:** Master's in International Affairs and BSc in Business and Management.
- **Courses:** Sustainable Development, Gender and Development, Poverty and Social Justice, Civil Society.
- **Experience:**
 - Partnership Consultant
 - Founder
 - Resource mobilisation
 - Assisted documentation on best practices
 - Communications material.
- **Suggested positions:**



Candidate Name



- Nationality ZZZ
- Gender
- 1st generation in family to attend university
- Born: 199X
- **Education:** Master of Economics; BA in Agricultural Economics
- **Experience:**
 - Monitoring and Evaluation with XXX company
 - Reviewing project reports
 - Monitoring compliance
 - Documenting lessons and best practice
 - Assisting in project and outcome evaluations
 - Following up on Quality Assurance and evaluation recommendations
 - Reviewing project progress for quality
- Government and Centre for Youth Empowerment and Civic Education
- **Suggested positions:**



Q&A

Contact us

Nicky.garcea@cappfinity.com

[linkedin.com/in/nickygarcea](https://www.linkedin.com/in/nickygarcea)

www.cappfinity.com

Cappfinity

Putting Strengths to Work